

1. Strengths exercise #1.

The task: Learning about your strengths (Author - Frank Martela)

“Most people think they know what they are good at. They are usually wrong” Peter F. Drucker
“Managing oneself”

Identify 4-8 individuals who know you well.

They can be one of your parents / kids, your friends, your colleagues, your sports coach or team mates, or anybody else.

It would be optimal to pick people who know you in different roles (one from family, one from work, one from hobby, etc.). But you can also ask several people from same context.

Ask these people to think about what is your key strength(s).

Ask them to write down that strength and a specific example of a situation where this strength was particularly visible.

Ask people to write about at least one strength. If they want, they can write about two or three, but one is also good!

You might feel uncomfortable to ask for this kind of feedback. But people usually are surprisingly willing to write such a short story. Also, it typically doesn't take more than 5 minutes of their time. And gathering such stories from several people can give you significant insights about how others see your strengths.

2. Strengths exercise #2 (if you don't want to include other people in analysis)

Author - Zhuo, Julie. The Making of a Manager

Write down your answers to the following questions

1. How would the people who know and like me best (family, significant other, close friends) describe me in three words?

Your ANSWER:

2. What three qualities do I possess that I am the proudest of?

Your ANSWER:

3. When I look back on something I did that was successful, what personal traits do I give credit to?

Your ANSWER:

4. What are the top three most common pieces of positive feedback that I've received from my manager or peers?

Your ANSWER:

Next part - knowing your weaknesses and triggers. Right beneath your list of strengths, answer the following:

1. Whenever my worst inner critic sits on my shoulder, what does she yell at me for?

Your ANSWER:

2. If a magical fairy were to come and bestow on me three gifts I don't yet have, what would they be?

Your ANSWER:

3. What are three things that trigger me? (A trigger is a situation that gets me more worked up than it should.)

Your ANSWER:

4. What are the top three most common pieces of feedback from my manager or peers on how I could be more effective?

Your ANSWER: